

**Supervisory Evaluation of Clinician Trainee
Clinical Skills and Professional Competencies**

Date: _____

Year in Program: _____

Name of Clinical Trainee: _____

Name of Supervisor: _____

Type of Client(s) [check all that apply or indicate other]: Other _____

Adult Adolescent Child Couple Family Group Adult Group Adolescent Group Child

Mode of Supervision [check all that apply or indicate other]: Other _____

Individual Group Co-Therapy In-person observation Videotape review

Please rate the clinician trainee using the following 1 to 5 scale in the following areas of clinical skills and professional competencies, taking into consider the trainees level in the program.

1=Below expectations, remedial action required (specify remedial action in comments)

2=Inconsistently meets expectations, requires additional supervision (specify plans for growth in comments)

3=Meets expectations for basic competency (expected level of competency for 1st, 2nd, and 3rd year students)

4=Exceeds expectations for basic competency (expected level of competency for 4th year students and beyond)

5=Meets or exceeds expectations for advanced competency

| Competency | 1 | 2 | 3 | 4 | 5 | NA |
|---|---|---|---|---|---|----|
| <p>Scientific foundation. Examines the empirical literature for scientific evidence regarding diagnosis, assessment, and/or treatment options and actively incorporates research evidence into case conceptualization and treatment/assessment planning.</p> <p>Comments:</p> | | | | | | |
| <p>Assessment, case formulation, and outcome monitoring. Identifies appropriate assessment instruments, presents a conceptual model for the presenting problem by identifying etiological factors and individual/contextual/cultural risk and protective factors, develops a diagnostic formulation to inform assessment and treatment planning, and monitors client progress and response to treatment/assessment.</p> <p>Comments:</p> | | | | | | |
| <p>Intervention and treatment planning. Articulates a theoretical model with empirical support (if available) for the intervention techniques, generates a treatment plan that relates to case conceptualization, modifies treatment plan based on client progress, and formulates treatment goals, strategies, and techniques from session-to-session.</p> <p>Comments:</p> | | | | | | |
| <p>Supervision. Demonstrates active engagement and preparation for supervision session, seeks supervision to improve performance and integrates supervision feedback into ongoing case formulation and treatment planning, recognizes purpose of supervision and reflects on supervision processes, and is willing to receive feedback.</p> <p>Comments:</p> | | | | | | |

| Competency | 1 | 2 | 3 | 4 | 5 | NA |
|--|---|---|---|---|---|----|
| <p>Communication and interpersonal skills. Develops rapport with clients and uses empathic communication, including effective listening and genuine warmth. Shows responsiveness to clients' statements, humility, and tolerance of negative emotions. Recognizes ruptures in therapeutic alliance and works to improve therapeutic alliance.</p> | | | | | | |
| <p>Comments:</p> | | | | | | |
| <p>Professional values and self-awareness. Consistently reliable and accountable for behavior (e.g., arrives on time, prepared for clinical activities, meets deadlines promptly). Develops and maintains effective interpersonal communication and relationships with other trainees, staff, and supervisors. Demonstrates self-care, self-regulatory skills, and engages in self-reflection regarding one's personal and professional functioning, performance, well-being, and professional effectiveness.</p> | | | | | | |
| <p>Comments:</p> | | | | | | |
| <p>Ethical and legal standards. Engages in behavior that is consistent with professional ethics and codes of conduct of psychology, including identification of potential conflicts between personal beliefs or behaviors and APA ethics code. Attends to any legal issues.</p> | | | | | | |
| <p>Comments:</p> | | | | | | |
| <p>Individual and cultural diversity. Actively demonstrates sensitivity to and respect for differences related to culture, sex and gender, religion, languages, disability, political viewpoints, and belief systems. Understands own worldview and cultural beliefs, as well as biases that may affect the client-therapist relationship. Considers individual and cultural diversity in case formulation and treatment/assessment planning.</p> | | | | | | |
| <p>Comments:</p> | | | | | | |
| <p>Consultation and clinical record keeping. Seeks out consultation from appropriate resources for issues related to cultural diversity, ethics, and legal standards. Maintains timely clinical records, progress notes, and termination summaries.</p> | | | | | | |
| <p>Comments:</p> | | | | | | |
| <p>Site Specific Competencies [please list].</p> | | | | | | |
| <p>Comments:</p> | | | | | | |
| <p>Overall Competency. Level of preparation for clinical work.</p> | | | | | | |
| <p>Comments:</p> | | | | | | |

Additional comments and/or plans for remediation:

Clinician Trainee Signature: _____ **Date:** _____

Supervisor Signature: _____ **Date:** _____